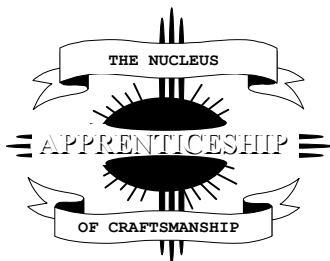




STANDARDS OF APPRENTICESHIP
adopted by

STA/ATU #1015/COACH, HEAVY DUTY DIESEL MECHANICS
APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
COACH, HEAVY DUTY DIESEL MECHANIC		620.281-050	6240 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

OCTOBER 21, 1982

Initial Approval

By: FRANK FORREST

Chairman of Council

APRIL 21, 1995

Addendum Amended

By: P. BRUCE WILDE, ACTING SECRETARY

Secretary of Council

APRIL 21, 1995

Committee Amended

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NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

PURPOSE OF PROGRAM:

Recognizing the continuous advancements in coach maintenance technologies and the challenge to increase customer satisfaction, this program establishes on the job training that leads the apprentice to the status of Certified Coach Heavy Duty Diesel Technician.

To this end, the graduated apprentice will be able to demonstrate all competencies of this trade that exemplify the highest standards of the transit industry.

This program is a joint operation between Spokane Transit Authority and the Amalgamated Transit Union Local #1015.

1. **GEOGRAPHICAL AREA COVERED:**

This program serves the area boundaries of the Public Transportation Benefit Area (general Spokane County area) and it's outlying communities.

2. **MINIMUM QUALIFICATIONS:**

Age: Eighteen years of age or above upon application to this program.
Education: Must meet requirements under "testing".
Physical: Must pass or have passed a company required physical examination within the past two years to include a respiratory physical that provides evidence that essential functions of the apprenticeship program can be performed with or without reasonable accommodations.

General physical requirements of the occupation include:

The physical activity of the position requires the ability to sit, stand, walk, squat, stoop, waist bend, kneel, balance, twist, talk, grasp and finger.

The sensory requirements of the position include visual acuity to determine color, depth and field of vision; and the ability to receive detailed information through oral communication and to make discriminations in sound.

Physical: (Continued) The physical requirements of this position require the ability to exert up to 50 pounds of force occasionally and/or up to 10 pound of force frequently and a negligible amount of force constantly to move objects.

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License: Must possess or able to obtain a valid CDL Class A driver's license from the applicant's state of residence to include a passenger endorsement with the air brake restriction removed.

Testing: Must meet satisfactory standards set for mechanical aptitude and object visualization tests.

Must be able to read and spell the English language at an 8th grade level or above in the testing process.

Must be able to compute arithmetic at an 8th grade level or above in the testing process.

Other: None.

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Selection Procedures:**

1. The primary source of candidates will be from Spokane Transit Authority's 2nd Class Maintenance, 3rd Class Maintenance and Servicing/Cleaning Departments.
2. Candidates after Maintenance and Servicing/Cleaning Department will be accepted into the apprenticeship program from employees throughout the STA organization provided they meet the minimum qualifications. Thereafter, candidates will be accepted into the program from sources outside of Spokane Transit Authority provided they meet the minimum qualifications.
3. **Apprentices will be selected into the program as follows:**
 - a. Apprenticeship openings will be posted for 15 consecutive days.
 - b. All candidates will submit a completed STA employment application and resume (resume optional) to the STA Personnel Department before the losing date of posted apprenticeship application period.
 - c. Applications will be pre-screened by the Personnel Department in order to ensure that minimum qualifications (see Para 2. of these standards) other than testing are met.
 - d. Those candidates that meet the minimum qualifications will be administered all necessary tests as outlined in Para. 2 of these

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standards. These tests will be administered by the Personnel Department.

- e. All successful candidates will be invited to an oral interview with the Joint Apprenticeship Training Committee and a representative from the STA Personnel Department.
- f. All results from the testing and oral interview process will be reviewed by the Apprenticeship Committee and a representative of the Personnel Department for final candidate selection(s) into the apprenticeship program.
- g. Final candidates will file "Request for Transfer to Coach Heavy Duty Diesel Mechanic Training Program" form and are accepted into the program (see Para. 10(B)).

B. Affirmative Action Plan:

Not applicable to sponsors with fewer than five apprentices in a trade objective.
(WAC 296-04-330 (8))

4. TERM OF APPRENTICESHIP:

The term of the apprenticeship program will be approximately 39 months/6240 hours, or 156 weeks of employment after apprentice registration occurs. The Apprenticeship Committee may accelerate the advancement of apprentices if the apprentice is able to demonstrate mastery of a phase through competency based examination.

5. PROBATIONARY PERIOD:

The probationary period for the apprentice that begins the apprenticeship program will be 6 months/1000 hours.

6. RATIO OF APPRENTICES:

There will be not more than one (1) apprentice to every two (2) journey level technicians.

7. WAGE PROGRESSION:

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270(2)(c):

First 1000 hours/6 months	60% of top journey level rate
Second 1000 hours/6 months	65% of top journey level rate
Third 1000 hours/6 months	70% of top journey level rate
Fourth 1000 hours/6 months	75% of top journey level rate
Fifth 1000 hours/6 months	80% of top journey level rate

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Sixth 1240 hours/7.5 months 85% of top journey level rate

Apprentices upon completion of the program will be promoted based upon seniority to existing 1st Class vacancies. If 1st Class vacancies do not exist at the time the apprentices complete the apprenticeship program the apprentice will be compensated on an out of class basis at the level of 1st Class under the terms and conditions of the contractual wage and step plan as if they were promoted.

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8. WORK PROCESSES:

Coach Heavy Duty Diesel Mechanic: D.O.T. #620.281-050

Program Outline in Detail:

Phase 1 Familiarization/Orientation/Safety	3 weeks	120 hours
Phase 2 General Repairs/Troubleshooting	5 weeks	200 hours
Phase 3 Brakes/Air Systems/Hubs/ Wheels/Bearings/ABS systems	12 weeks	480 hours
Phase 4 Electrical Systems/Farebox Destination Signs	28 weeks	1120 hours
Phase 5 Engines/DDEC II/DDEC III	21.5 weeks	860 hours
Phase 6 Transmissions /ATEC II	20.5 weeks	820 hours
Phase 7 Differential and Steering	6.5 weeks	260 hours
Phase 8 Air Conditioning and Heating	25 weeks	1000 hours
Phase 9 Body Shop	15 weeks	600 hours
Phase 10 Suspension and Alignment	12.5 weeks	500 hours
Phase 11 Wheel Chair Lifts	7 weeks	280 hours
TOTAL WEEKS/HOURS:	156 weeks	6240 hours

ALL THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED
IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - (X) A combination of home study and approved correspondence courses
 - (X) Technical college
 - (X) Community college
 - () Training trust
 - (X) Other (specify) Use GMC Audio Visual Equipment
- C. Hours 160
- D. Satisfactory progress must be maintained in related training classes. (See section 10, Administrative/Disciplinary Procedures.)
- E. In addition, the apprentice is required to take courses on all subjects as determined by the Apprenticeship Committee. The course fees will be paid by STA.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- A. The standards for selection of apprentices shall be administered consistent with affirmative action and shall not be in conflict with any legislation pertaining to this subject. All applications for the apprenticeship program shall be considered on the basis of qualifications and meet the standard requirements established by the STA/ATU #1015 Apprenticeship Committee.
- B. The apprentice, upon acceptance into the program, must have a complete set of mechanical tools as listed below. The apprentice will not begin the apprenticeship program until all tools listed below have been displayed to the Apprenticeship Committee or designated representative.
 - 1. One (1) 1/4 inch socket drive set

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2. One (1) 3/8 inch socket drive set
 3. One (1) 1/2 inch socket drive set
 4. One (1) box end wrench set size 1/4 inch to 1-1/4 inch
 5. One (1) open end wrench set size 1/4 inch to 1-1/4 inch
 6. One (1) seven (7) piece nut driver set
 7. One (1) pair water pump pliers - size 9-1/2 inch
 8. One (1) pair vise grip - size 10 inch
 9. One (1) pair 6 inch diagonal cutting pliers
 10. One (1) pair 6 inch long nose pliers
 11. One (1) pair 8 inch regular pliers
 12. One (1) twelve (12) piece punch, line up and chisel set
 13. One (1) 8 inch adjustable wrench
 14. One (1) hack saw
 15. One (1) 10 inch adjustable wrench
 16. One (1) standard blade screw driver set size 1/4 inch to 1-1/2 inch blade
 17. One (1) phillips screw driver set - size #1-2-3
 18. One (1) hex key set
 19. One (1) rolling wedge bar
 20. One (1) stud remover
 21. One (1) 8 oz. ball peen hammer
 22. One (1) 3 pound shop hammer
 23. One (1) cotter key extractor
 24. One (1) set open end ignition wrenches
 25. One (1) 14 inch stilson wrench (pipe wrench)
 26. One (1) electrical circuit multimeter (analog or digital)
- C. Apprentices will be required to successfully pass all phase competency based tests prior to advancement to the next phase within the program. Further, after a minimum of 30% of an individual phase hours has been met, the Apprenticeship Committee shall have the right to grant credit within each phase to the apprentice through successful competency based examination. Only one challenge exam per apprentice per phase is allowed (phase 1 and any supplemental courses may not be challenged). Upon two failed exams by the apprentice within a phase, the Apprenticeship Committee will meet and evaluate the individual circumstances and decide on a course of action to take up to and including dismissal from the program.
- D. The individual apprentice will be supervised by the foreperson, overseen by the Superintendent of Maintenance, and the Training Department and trained by a journey level technician while on duty. The apprentice will be supervised by the instructor while in any supplemental class.
- E. Apprentices unsuccessful in the program will be returned to their former job classification and contractual rate of pay with no loss of seniority or rights; or to a similar position that is available and mutually agreeable between STA and ATU

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#1015. If the unsuccessful apprentice is demoted to his/her former position, and if a surplus occurs, the least senior employee is subject to a reduction in force.

- F. All complaints will be brought before the Apprenticeship Committee and dispositions will be handled by the Committee and copies sent to the grievant. If the grievant is not satisfied with the disposition, he/she may appeal it for review by the Washington State Apprenticeship and Training Council.
- G. STA and ATU #1015 will abide by the Apprenticeship Committee or Washington State Apprenticeship and Training Council final decision(s) on complaints.

11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Employer Representatives Shall Be:

William M. Caro, Secretary
E. 104 Gordon
Spokane, WA 99207

Denise Marchioro
6512 S. Custer Road
Spokane, WA 99223

Kim Stone, Alternate
7204 W. Dogwood
Nine Mile, WA 99026

The Employee Representatives Shall Be:

Dan Groves
7411 E. 9th
Spokane, WA 99205

Dale Nusbaum, Chairman
W. 3627 Longfellow
Spokane, WA 99205

George Kettenton, Alternate
S. 1212 Newer
Veradale, WA 99037

12. SUBCOMMITTEE: (None)

13. TRAINING DIRECTOR/COORDINATOR:

Denise Marchioro, Training Director
6512 S. Custer Road
Spokane, WA 99223